

Department of DOC-MPCF (246) Facts – FY '09

<http://www.doc.state.ia.us/>

General Information

Address: 1200 East Washington
Mount Pleasant, IA 52641



Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 325	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 13.71
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Span of Control: 12.72	% Performance Evaluations Completed: 97.54%	Total Unemployment Insurance Claims: 6
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	9	45-54	121	<25	0	45-54	12	# of Females:	107	# of Males:	218
25-34	43	55-64	67	25-34	2	55-64	7	% of WF:	32.92%	% of WF:	67.08%
35-44	81	65+	4	35-44	5	65+	0	Average Age:	47.50	Average Age:	45.79
Employee Average Age: 46.35				Supervisor Average Age: 49.76				Average Length of Service: 13.03		Average Length of Service: 14.04	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	18	# of African-American:	8	# of Non-minorities:	305
% of Workforce:	5.54%	# of Asian:	2	% of Workforce:	93.85%
Average Age:	42.88	# of American Indian:	0	Average Age:	46.54
Average Length of Service:	12.48	# of Hispanic or Latino:	8	Average Length of Service:	13.83

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	18	# of Persons With Non-Disabilities:	270
% of Workforce:	5.54%	% of Workforce:	83.08%
Average Age:	55.30	Average Age:	45.96
Average Length of Service:	21.13	Average Length of Service:	13.40

Officials/Administrators EEO Category 1: 26	Professionals EEO Category 2: 62	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 186
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 22	Skilled Craft EEO Category 7: 19	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 20	Transfer In: N/A
Retirements: 8 (4 were SLIP)	All Terminations: 2	Voluntary Quits: 5	Transfer Out: N/A

# of Classes Used: 57	Most Populous Classes: Correctional Officer (168), Correctional Counselor (27), Correctional Food Serv Coord (15)		
Separations - By Class:	Correctional Officer (10), 5 classes with 1 incumbent each		
# Eligible for Retirement:	36 civ & 42 prot occ in next 5 yrs	% Eligible: 25.90% civ & 22.58% prot occ%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$19,007.21	Sick Leave Payouts: \$11,376.84	Annual Payroll: \$17,001,552.71	Avg. Base Salary: \$51,073.66	Overtime Days Worked: 1,607.0
Overtime Cost: \$443,522.18	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$6,706.74	Vacation Pay - Earned Value: \$1,291,482.91	Vacation Days Earned: 6,369.2	Vacation Used Expense: \$1,260,879.91	Vacation Days Taken: 6,226.6
Workers' Comp Days Used: 81	Sick Leave Days Earned: 5,069.2 Sick Leave -Earned Value: \$956,473.59	Reg. Sick Leave Used Expense: \$613,184.58	Reg. Sick Leave Days Used: 3,179.8 Avg. Sick Leave Days Per EE: 9.78	Converted Sick Leave To Vacation Days Used: 189.5 Converted Sick Leave To Vacation Used Expense: \$39,172.12
Injury Leave Used Expense: \$3,208.09	Injury Leave Days Used: 17.0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$1,487.20	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$31,870.45	Funeral Days Used: 170.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$60.27	Jury Leave Days Used: 0.4	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY'09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009